Abstract

Universities play a dominant role in generating ideas and creating knowledge. Knowledge generators can efficiently do the same only when they involve themselves with a strong commitment for research and teaching. Knowledge and its use depend upon the capacity to the manpower to process and absorb it. Like any knowledge based organization, university administrations are also encountered the problem of managing manpower in the right direction. In the management of educated employees, the most challenging issues are balancing between individual and institutional interest, developing self sustaining staff, attracting new generation employees, involving senior and skilled manpower in policy formulation, meeting the scales of productivity and social relevance, and solving inter and intra personal conflicts in order to create an environment for team work.

The major goal of the present study is to investigate and recognize the level of Participation in Decision Making in different areas of Education, Research and Management, and its relationship with Job Satisfaction and Organizational Commitment amongst the faculty members of Sistan and Baluchestan University. Hence the researcher tried to find the Actual and Desired level of Participation in Decision Making in three areas of Education, Research and Management; the relationship between Participation in Decision Making and Job Satisfaction; and Participation in Decision Making and Organizational Commitment.

A questionnaire consisting three parts, namely, Participation in Decision Making, Job Satisfaction, and Organizational Commitment, has been adopted from valid sources in order to gather the primary data pertaining to the present research.

Statistical population of the present research includes 370 full time as well as part time faculty members. Questionnaires have been dispatched to all of them and 266 questionnaires have been sent back, with the response rate of 72%. Then, the analysis of the data has been performed, using SPSS, Excel, and Minitab statistical software packages. Hypotheses of the research have been developed bearing in mind the type of the variables and relationship between them.
Both descriptive as well as inferential statistics have been used for the analysis of the data. In order to find the difference between the variables, Independent Sample t-test has been used; yet, in order to find the relationship between the variables, Pearson Correlation has been used. Moreover, the relationship between the variables has been shown using Regression line.

The results have shown that there is difference between the level of Actual PDM and Desire PDM, that is, the level of Actual PDM is less than the Desired PDM, and faculty members have higher desire in Participation in Educational, Research, and Managerial Areas.

Moreover, it has been found that there is no relationship between Overall Participation in Decision Making and different areas of PDM with Motivational/Hygienic Job Satisfaction; there is no relationship between Job Satisfaction and Actual PDM in Educational as well as Research Areas, yet, there is relationship between Actual PDM in Managerial Area and Job Satisfaction.

Furthermore, there is relationship between Actual PDM and Overall Organizational Commitment; there is relationship between Normative Organizational Commitment and Actual PDM, yet, such relationship is not found between Actual PDM and Affective and Continuance Organizational Commitment.

Finally, the relationship between Overall Organizational Commitment and Actual PDM in different areas have been investigated and it has been found that there is no relationship between Overall Organizational Commitment and Actual PDM in Educational and Research Areas, yet, there is relationship between Overall Organizational Commitment and Actual PDM in Managerial Area.